

**BRISTOL WARREN REGIONAL SCHOOL COMMITTEE
MEETING
MONDAY, SEPTEMBER 27, 2004**

The monthly meeting of the Bristol Warren Regional School Committee was held in the Library of Mt. Hope High School, 199 Chestnut Street, in Bristol, RI, on Monday, September 27, 2004. The Chairperson, William A. Estrella, Jr, called the meeting to order at approximately 7:00 p.m.

Present: William A. Estrella, Jr., Paul Silva, William M. O'Dell, Marjorie J. McBride, Timothy L. Avila, Connie J. LaMountain and Deborah A. Redmond; Edward P. Mara, Ed.D., Superintendent of Schools; Donna Glavin, Assistant Superintendent for Curriculum and Grants; Jane F. Correia, Director of Administration and Finance; Leslie Neubauer, Director of Pupil Personnel Services, and Andrew Henneous, Esq., District Solicitor

Absent: Mary V. Cabral and Beverly Z. Travers

OPENING BUSINESS

All present were invited to join in the Pledge of Allegiance to the flag. Mr. Estrella asked for a moment of silence in remembrance of Joseph

Murgo, a former algebra and physics teacher in the Bristol School Department and recipient of the 1973 Outstanding Leadership Award, who recently passed away at the age of 93.

Mrs. McBride read the District's Mission Statement.

PUBLIC COMMENT

None

PUBLIC ANNOUNCEMENTS

In order to clear up some confusion, Dr. Mara and Mrs. Glavin talked about the designation of Colt Andrews as a Choice School by the RI Department of Education. Although the school and the entire District exceeded the State average in all areas, the fact that one subgroup contained an insufficient number of students to be counted as a group this year, we could not take a one-year designation and a three year average was used. That cell population actually exceeded their target this year. An appeal was made to the State; letters to parents were put on hold until a reply was received. There will be a meeting with the Colt Andrews parents on Wednesday, September 29 at 6:00 PM at Colt.

Mr. Estrella asked for a moment of silence in remembrance of Pete

Sepe who gave so much time and effort to the Warren Recreation Department and to the students of our district.

CONSENT AGENDA

Pulled from the consent vote was the Director of Pupil Personnel Services' Report by Mrs. McBride.

Mr. Silva motioned to approve the remainder of the consent agenda. Mr. O'Dell seconded. The motion passed by a vote of 7 to 0.

Mr. Silva, seconded by Mr. O'Dell and Mrs. McBride, motioned to seal the minutes to the September 13th Executive Session. The motion passed unanimously.

BUDGET/FACILITIES SUBCOMMITTEE

Mt. Hope Well: Mr. Pugh reported that the drilling company will drop a camera into the well again tomorrow and will proceed with hydrofracturing if deemed appropriate; he has identified other well companies if the current company does not work out.

Mt. Hope Auditorium: The cables to the sound board were

lengthened last week; the contractor agreed to move the lights in the back of the auditorium on Wednesday or Thursday; the projection screen should arrive in 3 to 4 weeks and will be installed as soon as received; the floor will be painted with an epoxy paint that has grit to eliminate the slipperiness of the floor. The Committee asked that the floor issue be addressed as soon as possible to avoid accidents; the paint fumes will be intrusive so Mr. Pugh will set a schedule with the Principal.

POLICY/COMMUNITY AFFAIRS SUBCOMMITTEE

Mrs. McBride, Dr. Mara and Mrs. Correia are working on revisions to the current fundraising policy; some of the Committee members wished to abolish “tag days.”

SAFETY ISSUES

Chained Doors: Chained exit doors in school buildings are a serious safety issue that needs immediate attention. Mr. Pugh and Dr. Mara were directed to resolve the issue as soon as possible.

Crosswalks: Mrs. Redmond asked that a specific person be assigned the responsibility of placing the crossing markers at Mt. Hope and suggested that the police be asked to place the radar speed signs

near schools. Mr. O'Dell commented on the great improvement in the safety conditions at Mt. Hope in the morning from last year.

ELEMENTARY FACILITIES BOND PROJECT

Bond Education Task Force

Mrs. McBride reported that the Building Committee is in abeyance until the bond passes. The brochure continues to be worked on. The tax impact is 25 cents per thousand in Warren and 27.3 cents per thousand in Bristol. The fire code requiring all K and 1st grade students to stay on the first floor necessitates the addition to Colt, and although the footprint of the addition looks large, it will not detract from the Colt building and the plan actually provides increased and safer playground space. The Task Force meets again on Wednesday at 9:00 AM and the public is welcome.

Building Committee

Mr. Estrella received a request from the Building Committee Co-Chairs for continued secretarial support. Without objection, Mr. Estrella asked the Superintendent to continue secretarial support for the Building Committee. No objection.

PERSONNEL / CONTRACTS NEGOTIATIONS SUBCOMMITTEE

Mr. Silva received a letter from the BWEA to commence negotiations on the contract that will expire at the end of the summer. The Superintendent will be consulted to develop a plan. Mr. Estrella asked that any Committee member who has issues with the contract process contact Mr. Silva or the secretary as soon as possible.

SENIOR ADMINISTRATORS' CONTRACT ADJUSTMENT

Chairperson Estrella Resolved: That in full appreciation of the accepted FY 2004-05 district line item budget and the exemplary performance of our top three Administrators, the Bristol Warren Regional School District, by this act of the School Committee, adjust the salaries of the Superintendent, Assistant Superintendent for Curriculum and Grants, and Director of Administration and Finance to allow them "parity" with the rest of our administrative employees. Additionally, in recognition of their extensive work schedules, we grant their request for "vacation buy-back" in the amount of five days each.

Mrs. McBride motioned to approve; Mr. O'Dell seconded.

Mr. Silva pointed out that, if approved, this action will result in a decrease in the amount promised by contract. Mrs. Redmond appreciated the Administrators' willingness to accept less in

consideration of the budget situation; they are setting a standard of leadership.

On a show hands the motion passed 6 to 1 with Mrs. LaMountain voting no.

SUPERINTENDENT'S RECOMMENDATIONS AND ISSUES

2004-34 A-L: PERSONNEL

A. APPOINTMENTS: That the School Committee confirm the recommendation of the Superintendent to appoint the following applicants to the positions listed below:

1. Paul M. Morris Director of Technology

**Effective: September 20, 2004, pending
satisfactory completion of pre-
employment requirements**

Reason: To fill a vacancy

(Resignation – L. Rabbitt)

Funding: Operational Budget

2. James F. Sweeney School Psychologist – Mt. Hope High

**Effective: September 7, 2004, for the 2004-05
school year only, pending satisfactory
completion of pre-employment**

requirements

Reason: To fill a leave of absence vacancy

(LOA – J. King)

Funding: Operational Budget (10th Step/Ed.D.)

3. Jason P. Seals English Teacher – Mt. Hope High

Effective: For the 2004-05 school year

Reason: To fill a vacancy

(Resignation – G. Vaspol/J. Lewis)

Funding: Operational Budget (1st Step)

4. Kerry A. Mastriano English Teacher – Mt. Hope High

Effective: For the 2004-05 school year, pending

**satisfactory completion of pre-
employment requirements**

Reason: To fill a vacancy

(Resignation – S. Perry/

Transfer – K. Sousa)

Funding: Operational Budget (1st Step)

5. Christopher Munzert Science Teacher – Mt. Hope High

Effective: For the 2004-05 school year, pending

**satisfactory completion of pre-
employment requirements**

Reason: To fill a vacancy

(Resignation – M. Whaley/

Transfer - S. Jackson to 3/5)

Funding: Operational Budget (1st Step)

6. M. Jessica Mulvena Mt. Hope Bay Academy Teacher – Mt. Hope High

Effective: September 14, 2004, for the 2004-05

school year, pending satisfactory

completion of pre-employment

requirements

Reason: To fill a vacancy

(Transfer – T. May)

Funding: Operational Budget (10th Step/M)

7. Karen A. Ferreira Mt. Hope Bay Academy Teacher – Mt. Hope High

Effective: September 9, 2004, for the 2004-05

school year, pending receipt of

certification and satisfactory

completion of pre-employment

requirements

Reason: To fill a new position

(L. Stephens – Declined Position)

Funding: Operational Budget (10th Step/M)

8. Wayne Millet Industrial Technology Teacher (3/5 time) –

Mt. Hope High

Effective: August 31, 2004, for the 2004-05 school

**year, pending receipt of certification
and satisfactory completion of pre-
employment requirements**

Reason: To fill a vacancy

(Death – C. Rhodes)

Funding: Operational Budget (3rd Step)

9. Patricia Fillipino Science Teacher – Kickemuit Middle

**Effective: Immediately, for the 2004-05 school
year, pending receipt of certification**

Reason: To fill a vacancy

(Retirement – J. Sparfven)

Funding: Operational Budget (1st Step)

**10. Paul Castigliero Health/Physical Education Teacher (2/5 time) –
Kickemuit Middle**

**Effective: For the 2004-05 school year, pending
receipt of certification**

Reason: To fill a new position

Funding: Operational Budget (1st Step)

11. Antonio Teixeira Activities Co-Coordinator – Mt. Hope High

Effective: For the 2004-05 school year

Reason: To fill a vacancy

(Resignation – D. Apicerno)

Funding: Operational Budget

12. Nancy Vorro Activities Co-Coordinator – Mt. Hope High

Effective: For the 2004-05 school year

(Resignation – D. Apicerno)

Reason: To fill a vacancy

Funding: Operational Budget

13. Sarah Crowell Assistant Athletic Director – Kickemuit Middle

Effective: For the 2004-05 school year

Reason: To fill a vacancy

(Resignation – M. Martins)

Funding: Operational Budget

14. John R. Cirillo Custodian – Kickemuit Middle

**Effective: Immediately, pending satisfactory
completion of pre-employment
requirements**

Reason: To fill a vacancy

(Medical Disability - R. Marshall)

Funding: Operational Budget

15. Denise S. Salamon Teacher Assistant – Kickemuit Middle

**Effective: October 4, 2004, pending
satisfactory completion of pre-
employment requirements**

Reason: To fill a vacancy

(Retirement – K. Francis)

Funding: Operational Budget

16. Robin Shaw Teacher Assistant – Kickemuit Middle

Effective: October 4, 2004, pending

**satisfactory completion of pre-
employment requirements**

Reason: To fill a vacancy

(Resignation – J. Norftill)

Funding: Operational Budget

17. Carolyn G. Gammell Student Assistance Counselor

**Effective: Immediately, for the remainder of the
2004-05 school year only**

**Reason: To fill a vacancy in accordance
with grant funding**

(Resignation – J. Goyette)

Funding: Title I Grant

18. Mary Kae Wright Family Involvement Coordinator (Part Time)

**Effective: Immediately, for the remainder of the
2004-05 school year only**

**Reason: To fill a new position in accordance
with grant funding**

Funding: Title I Grant

B. PARENTS AS TEACHERS PROGRAM: That the School Committee confirm the recommendation of the Superintendent to appoint the following applicant to the Parents as Teachers Program as listed below:

1. Kathleen Boylan Parent Educator – Parents as Teachers Program

Effective: September 27, 2004, for the remainder of the 2004-05 school year only pending grant funding and satisfactory completion of pre-employment requirements

**Reason: To fill a vacancy
(Resignation – P. Brissette)**

Funding: Literacy

C. BEFORE AND AFTER SCHOOL PROGRAM: That the School Committee confirm the recommendation of the Superintendent to appoint the following applicants to the School of the 21st Century, Before and After School Program, as listed below (pending sufficient enrollment to warrant running this program and DCYF CANTS clearance):

1. Laura S. Callahan Child Care Provider (Part Time)

Effective: Immediately, for the 2004-05 school

**year, pending satisfactory completion
of pre-employment requirements**

Reason: To fill a vacancy

Funding: Parent Fees/Self-Sufficient

2. Arlene Natale Child Care Provider (Part Time)

**Effective: Immediately, for the 2004-05 school
year, pending satisfactory completion
of pre-employment requirements**

Reason: To fill a vacancy

Funding: Parent Fees/Self-Sufficient

3. Melissa L. Oliveira Child Care Provider (Part Time)

**Effective: Immediately, for the 2004-05 school
year, pending satisfactory completion
of pre-employment requirements**

Reason: To fill a vacancy

Funding: Parent Fees/Self-Sufficient

4. Virginia DePasquale Child Care Provider (Part Time)

Effective: Immediately, for the 2004-05 school year

Reason: To fill a vacancy

Funding: Parent Fees/Self-Sufficient

**D. ADULT EDUCATION PROGRAM: That the School Committee
confirm the recommendation of the Superintendent to appoint the**

following applicants to the Adult Education Program position listed below:

1. Deborah Dwyer Adult Basic Education Assistant

Effective: Immediately, for the remainder of the 2004-05 school year only

Reason: To fill a vacancy in accordance with grant funding

Funding: Adult Basic Education Grant

2. Alison Bielawa Adult Basic Education English as a Second Language (ESL) Instructor

Effective: Immediately, for the remainder of the 2004-05 school year only, pending satisfactory completion of pre-employment requirements

Reason: To fill a vacancy in accordance with grant funding

Funding: Adult Basic Education Grant

E. EXTRACURRICULAR ACTIVITIES: That the School Committee confirm the recommendation of the Superintendent to appoint the following applicants to the extracurricular positions listed below for the 2004-05 school year only (pending certification, funding and sufficient sign-ups to warrant running these programs):

COACHES

Sport Position Coach

1. Baseball (Boys) Head Coach Gregg Burke

Asst. Coach Richard Sousa

Asst. Coach Jack Perry

2. Basketball (Boys) Head Coach Domenic Raiola

Asst. Coach Greg Sullivan

Asst. Coach Jack Perry

3. Basketball (Girls) Head Coach Michael Topazio

Asst. Coach William St. Vincent *

4. Cross Country Asst. Coach Andrew Sabourin

5. Football Asst. Coach Joseph Andrade *

6. Golf Head Coach Steven Babiec

7. Gymnastics (Girls) Head Coach Melissa Gendreau

8. Hockey (Boys) Head Coach Richard Sousa

Asst. Coach Jeffrey Day

9. Lacrosse (Boys) Head Coach Christopher DeFraga

10. Lacrosse (Girls) Asst. Coach Erika Saviano

Sport Position Coach

11. Softball (Girls) Head Coach Fernando DaSilva

12. Special Olympics Co-Coach Susan Carlson

Co-Coach Wanda Lukas

13. Track (Indoor) Head Coach Jon Lawson

Asst. Coach Andrew Sabourin

14. Track (Outdoor) Head Coach Andrew Sabourin

15. Wrestling Head Coach Brian Hutchison

Asst. Coach Robert Massa

HEALTH HUSKIES WELLNESS CENTER

16. Bryan Travers Supervisor (Fall)

17. Peter Sullivan Supervisor (Fall)

INTERSCHOLASTIC COACHES – KICKEMUIT MIDDLE

18. Cross Country Coach Sarah Crowell

19. Soccer (Boys) Coach Roy Borges

20. Soccer (Girls) Coach Joseph Avila *

INTRAMURAL COACHES – KICKEMUIT MIDDLE

21. Soccer Coach James Barnaby

*** Pending satisfactory completion of pre-employment requirements**

F. CERTIFIED SUBSTITUTES: That the School Committee confirm the recommendation of the Superintendent to place on file in the office of the Superintendent the following applications for certified substitutes pending satisfactory completion of pre-employment requirements:

CERTIFIED

Name Area/Level Cert. #

1. Nicole M. Baptista Elementary

2. Martin R. Biancuzzo Health/Physical Education

3. John V. Boone Pending

- 4. Kriss Brinza General Subject Matter**
- 5. Morgan Buonanno Pending**
- 6. Charles Byrne Pending**
- 7. Patricia A. Carello English/ESL**
- 8. Jennifer A. Champion Elementary**
- 9. Rebecca S. Chwalk Elementary**
- 10. William Corey General Subject Matter**
- 11. Laura B. Desmarais Elementary/Theatre**
- 12. Alexander G. Fish General Subject Matter**
- 13. Courtney L. Flaherty Pending**
- 14. Loretta E. Francis Elementary**
- 15. Marcia Goodrum General Subject Matter**
- 16. Michael A. Genetti Pending**
- 17. Jamie A. Hawkins Elementary**
- 18. Erick M. Irizarry Elementary/Spanish**
- 19. David Jarvais Technology Education**
- 20. Pamela A. Jensen General Subject Matter**
- 21. Christie Kilgus Pending**
- 22. Graham Lombardo Pending**
- 23. David A. Marvelli General Subject Matter**
- 24. Edward M. McFadden General Subject Matter**
- 25. Erin E. McKenna General Subject Matter**
- 26. Kendal P. Mobley General Subject Matter**
- 27. Virginia O'Hayer English**
- 28. Joshua Paiva General Subject Matter**
- 29. Mary Ann Palazio Elementary/ESL**

- 30. Karen E.S. Payton Pending**
- 31. Cynthia Pennoyer General Subject Matter**
- 32. John R. Piepowski General Subject Matter**
- 33. Sheila Quigley Elementary**
- 34. Robert Rainey General Subject Matter**
- 35. Anita K. Randall Elementary/Sp.Ed.**
- 36. Edward D. St. Michel General Subject Matter**
- 37. Jessica Wheeler English**

G. CLASSIFIED SUBSTITUTES: That the School Committee confirm the recommendation of the Superintendent to place on file in the office of the Superintendent the following applications for classified substitutes pending satisfactory completion of pre-employment requirements:

SECRETARIES

- 1. Susan C. Church**

TEACHER ASSISTANTS

- 2. Kathleen A. Banigan**
- 3. Marguerite Donaldson**
- 4. Kathleen Francis**
- 5. Louise Pouliot**
- 6. Patricia A. Sanders**

BREAKFAST SERVERS

7. Gail E. DeVine

CUSTODIANS/MAINTENANCE

8. Bruce J. Trombley

H. SUSPENSION, NONRENEWAL AND/OR TERMINATION OF CERTIFIED PERSONNEL: That the School Committee confirm the recommendation of the Superintendent to rescind the vote of February 23, 2004 as to the following listed teacher and appoint the listed teacher to the position indicated:

Name Anticipated Assignment

Bryan Lefcourt Elementary (Leave of Absence Vacancy/Sept. 2004-Feb. 18, 2005 Only)

I. LEAVES OF ABSENCE: That the School Committee confirm the recommendation of the Superintendent to grant leaves of absence as follows:

1. Traci-Ayn Clays Grade One Teacher - Rockwell

Effective: September 27, 2004, for 6-8 weeks

Reason: Maternity leave in accordance with

Article 21, Section L1 of the Master

Agreement

2. Christine Hughes Grade Seven Teacher – Kickemuit Middle

Effective: September 27, 2004 through

December 23, 2004

Reason: Parental leave in accordance with

Article 21, Section L2 of the Master

Agreement

J. RESIGNATIONS: That the School Committee confirm the recommendation of the Superintendent to accept the resignations listed below:

1. Michael P. Martins Assistant Athletic Director – Kickemuit Middle

Effective: August 16, 2004

Reason: Personal

2. Lee Rabbitt Director of Technology

Effective: August 20, 2004

Reason: Personal

3. Lianne Skitt Special Educator – Mt. Hope High

Effective: Immediately

Reason: Personal

4. Sandra Brooder English Teacher – Mt. Hope High

Effective: August 30, 2004

Reason: Retirement

5. Karen Estes Elementary School Psychologist

Effective: August 29, 2004

Reason: Personal

6. Melissa L. Lannan Teacher Assistant – Kickemuit Middle

Effective: September 24, 2004

Reason: Personal

7. Romanie Abraham Teacher Assistant – Hugh Cole

Effective: September 17, 2004

Reason: Personal

#2004-35: That the School Committee, upon the recommendation of the Superintendent, approve the revised School Committee Policy EEACC-R Student Conduct on School Buses (First Reading)

Mr. Silva motioned to approve; Mr. O'Dell seconded. On a show of hands the motion passed 7 to 0.

#2004-36: That the School Committee, upon the recommendation of the Superintendent, reaffirm the School Committee Policy GBA Equal Opportunity Employment

Mr. Silva motioned to approve; Mr. O'Dell seconded. On a show of hands the motion passed 7 to 0.

#2004-37: That the School Committee, upon the recommendation of the Superintendent, approve five (5) requests for home schooling.

Mr. Silva motioned to approve; Mr. O'Dell seconded. On a show of hands the motion passed unanimously. Mr. O'Dell asked that the District's attorney review the new form.

#2004-38: That the School Committee, upon the recommendation of the Superintendent, approve the Delta Dental contract for July 1, 2005 to June 30, 2006.

Mr. Silva motioned to approve; Mr. O'Dell seconded.

Mr. Silva motioned to amend the recommendation to read "to June 30, 2009." Mrs. McBride seconded. The motion to amend passed unanimously.

The motion to approve the amended recommendation passed by a vote of 7 to 0.

#2004-39: That the School Committee, upon the recommendation of the Superintendent, approve the addition of an assistant cross country coach at Mt. Hope High School at a stipend of \$500 per year for as long as is necessary.

Mr. Silva, seconded by Mr. O'Dell, motioned to approve. Mrs. Correia explained that the large number of sign ups necessitated the

additional support.

Mrs. Redmond motioned to remove the phrase “for as long as is necessary.” Mr. O’Dell seconded. The motion to amend passed unanimously.

The motion to approve the amended recommendation passed by a vote of 7 to 0.

DIRECTOR OF PUPIL PERSONNEL SERVICES’ REPORT (pulled from the consent vote)

Mrs. McBride removed this report from the consent vote; she asked why K students are no longer screened. Dr. Mara and Mrs. Neubauer explained that students are now screened by the teacher once they begin school in September rather than in the spring—these extra months allow for more developmental growth and the teachers get to know the students and the students know the teacher better. Child Outreach identifies learning needs.

Mrs. LaMountain was pleased that the SPED advisory committee has produced a guide. She asked for a report on the number of SPED complaints that are received.

Mrs. Redmond was unhappily surprised that 7 students are homeless and commented that these children need to be kept in school.

MOTION: Mr. O’Dell motioned to accept the Director of Pupil

Personnel Services' report; Mrs. McBride seconded. The motion passed by a vote of 7 to 0.

FUTURE AGENDA AND WORKSHOP REQUESTS

Mr. Estrella reminded everyone that there is only one workshop and one regular meeting left before the election; any issues should be forwarded to the secretary as soon as possible.

EXECUTIVE SESSION – 8:30 PM

In accordance with Open Meeting Laws 42-46-5(a)(1)-(9), 2(b), Mr. Silva motioned to go into Executive Session at 8:30 PM to discuss pending litigation matters. Mr. O'Dell seconded. The motion passed unanimously.

Mr. Silva left the meeting.

RESUMPTION OF MEETING – 8:50 PM

Discussed in Executive Session were pending litigation matters.

ADJOURNMENT – 8:55 PM

There being no further business to discuss, Mrs. McBride, seconded

by Mr. O'Dell, motioned to adjourn at 8:55 PM. The vote was unanimous.

Respectfully submitted,

Marjorie J. McBride, Secretary

/ca